

Main components of On-the Job Training (OJT) and Work experience (WEX)

OJT (For adult and dislocated jobseekers)

- OJT contracts cannot have an adverse effect on current employees of the participating employer
- Maximum hours cannot exceed 1040 hours (these hours are based on the position, the length of time trained and the Specific Vocational Preparation (SVP) levels)
- OJT employees cannot have been employed by the employer previously or in the same type of position with another employer within the previous 12 months
- The employer agrees to retain the participant in employment upon successful completion of training. Employment cannot be contract based, intermittent or seasonal work
- The OJT program will only pay up to 50% of the employee's salary. Time spent in employee orientation programs and clothing and safety items are not covered under the agreement. Payment is based on a reimbursement method under which the employer pays the full wage and submits an invoice to be reimbursed
- No employee who is to be hired into a training position under an OJT contract may be employed prior to the date the contract was signed and negotiated
- Individuals must be willing to enroll in the re-employment program through the Workforce Investment Act (WIA). Businesses must be located in Durham County
- Business would follow its normal hiring process including interviewing applicants, drug and background checks

WEX (For adult and dislocated jobseekers)

- JobLink could pay for a person for 20-40 hours a week up to 12 weeks at a wage of \$11-\$12/hr
- Under this program the City of Durham would be the employer of record and pay the wage
- Individuals must reside within the City of Durham or in Durham County and be willing to enroll in the re-employment program through the Workforce Investment Act (WIA)

WEX (For youth)

- Mayor's Summer Youth program involves youth ages 14-21 (age limit may increase under special circumstances) and runs during the summer months (rough time frame June 15-Aug 14) for up to 30 hours per week. Year-round program involves youth 16-21 for up to 8 weeks
- Provides temporary help for special projects, vacation leave or assistance in general and exposure to the workplace and meaningful work experience for the young person. Positions should be appropriate for the age and not be considered high risk or otherwise dangerous
- Three options for payment: Business pays full wage, business sponsors youth or, business is subsidized (Subsidies may be available on a case-by-case basis)